

# Gender pay gap reporting – TCS Ireland



### What is pay gap reporting?

A pay gap shows the difference in the average pay between two groups in a workforce (e.g. men and women), regardless of job role or seniority.

### How is it different from equal pay?

Equal pay is different. Equal pay deals with pay differences between two groups in a workforce (e.g. men and women) who carry out equal work.

### Who is included in the data?

We are reporting the employee gender pay gap for employees in Tata Consultancy Services Ireland Ltd, Letterkenny Global Delivery Centre, Co. Donegal.

At Tata Consultancy Services Ireland, we are committed to creating and sustaining a culture of inclusion and belonging, where all our employees engage, thrive, and feel connected to our strategy. Publishing our gender pay gap data helps to reinforce our focus on achieving gender parity and increasing the number of women in technology year on year.

**Andrea McBride, Head of Global Delivery Centre, TCS Ireland.**

Tata Consultancy Services (TCS) is an IT services, consulting and business solutions organization that has been partnering with many of the world's largest businesses in their transformation journeys for over 50 years. TCS has one of the world's largest bases of diverse intellectual capital with over 616,000 employees, 35% women, from 161 nationalities, across 46 countries. TCS in the UK and Ireland employs over 21,000 people with 28% women and a multigenerational workforce.

In Ireland for over 20 years, Tata Consultancy Services has over 1,100 employees serving 37 clients. 35% of our Irish workforce are women which is significantly above the 21% IT Industry standard.

The national gender pay gap in Ireland, is estimated to be 11.3% according to Eurostat figures (2019) compared to an EU average of 13%. (Source: [Gender pay gap in unadjusted form, Eurostat](#)). In Q1 2022, the labour force participation rate for males was 70.2% compared to 59.6% for females. (Source: [Labour Force Survey Quarter 1 2022, CSO](#)).

In a report published by the Central Statistics Office in May 2022, just 32% of workers in the overall ICT sector are female. (Source: [Information and Communications Technology: A Value Chain Analysis 2019, CSO](#))

The overall gender pay gap across all employees in TCS Ireland is 5.59% which is very positive in comparison to the national average. This is measured on the difference between the average hourly wages of all women compared with those of all men working in the organisation, regardless of the roles. The findings from our gender pay gap analysis show the differential between female hourly remuneration as against male hourly remuneration even though men and women are treated equally.

# Diversity, equity and inclusion at TCS

In 2016, TCS signed the Diversity Charter in Ireland committing to effective diversity management and preventing discrimination and reaffirmed this in 2021 by re-signing the charter.

The Letterkenny Global Delivery Centre is currently undergoing “Investors in Diversity” accreditation through the Irish Centre for Diversity. We were the Diversity in Tech Awards “Company of the Year” award winner in 2021 and finalists in the same category in 2022.

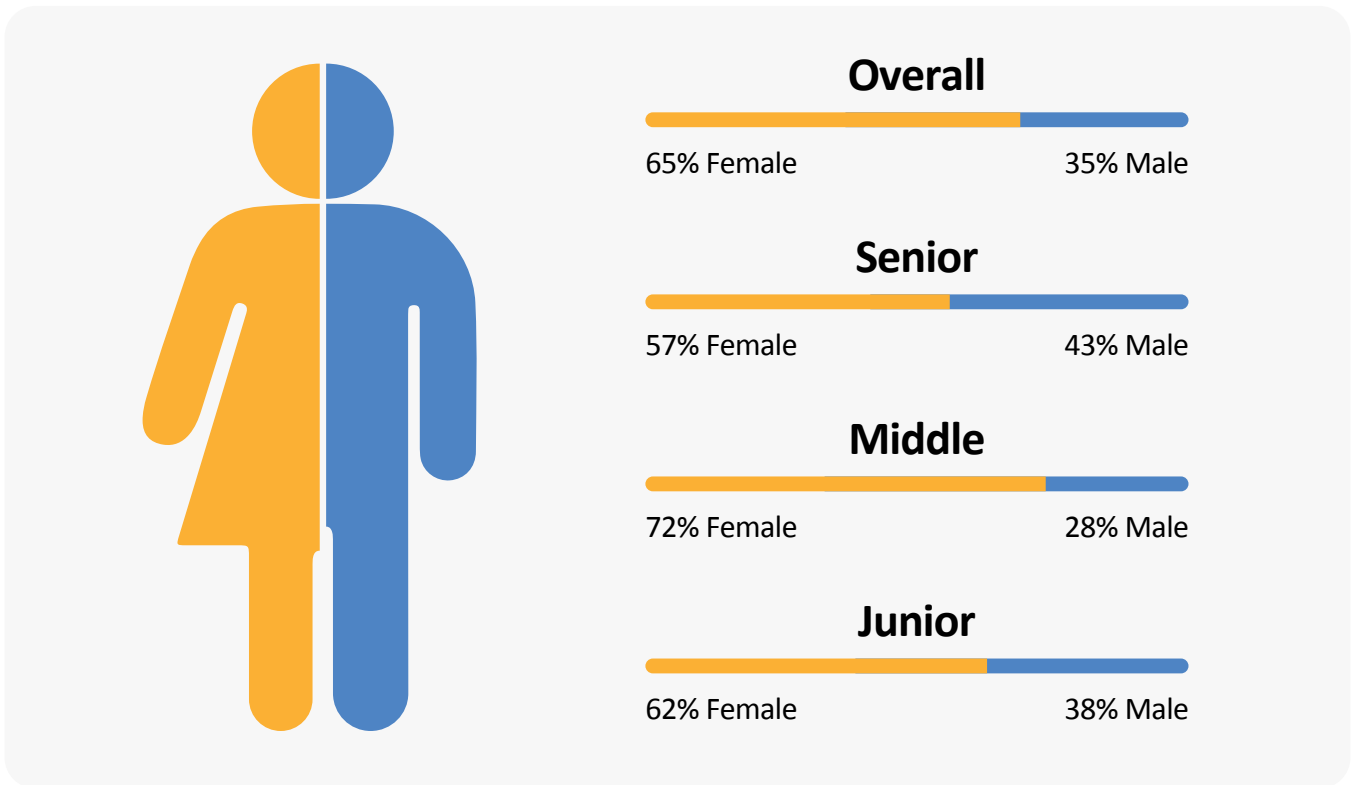
Our aim is to create a culture of inclusion where all employees:



Our diversity, equity, and inclusion framework has progressed over the years and moved to a segment-based focus earmarking various facets of diversity, with the simple motto “inclusion without exception.”



# Gender diversity at TCS



## Reasons for gender pay gap

- While TCS aims for equal pay for men and women in the same grades, our data analysis indicates that the mean gender pay gap in TCS is driven by the higher number of men overall and in middle and senior grades.
- The median bonus gap of 5.59% is driven by the higher number of men in senior grades.
- The median gap is at 6.97% which is driven by the higher percentage number of males in the workforce and the higher proportion of males in the top 3 quartiles of pay than females.
- The data shows that bonuses paid to female employees are on average 2.42% higher than paid to men which is driven by performance ratings.
- For temporary employees, females get paid 12.47% more than males. One of the drivers for this is the number of females doing shift work who receive a shift allowance as well as a living wage uplift in one of our departments.
- Service with the company is not a factor in the gender pay gap, as average service is 8.6 years for females and 8.5 years for males. Average service for senior grades is the same at 13.36 years for both genders.

# Actions being taken to reduce or eliminate the gap

- [Higher Education Authority graduate data](#) shows that while 54% of all graduates are female, in the Information and Communication Technologies sector, 80% of graduates are male and 20% female. We run a “goIT” programme which aims to demystify Science, Technology, Engineering and Mathematics (STEM) and in particular IT for school age children. Our employees visit national and secondary schools in our community to run STEM workshops showing that all skills and interests are catered for in an IT Profession, and showcasing women in IT.
- We have made a conscious effort to source and attract female applicants to our technology focused roles versus non-technical/customer service-related opportunities that traditionally attract more women applicants. Rather than specific targeted campaigns, we have made focused attempts to promote our brand to individual candidates. Our aspirational target is to move up to 40% women hires.
- We have a hybrid working model in place which allows all employees the flexibility to work in the office or remotely to support a better work/life balance.
- We drive opportunities for women in leadership roles. Of our senior grades, 43% are female versus our 35% overall female population, and our site lead is female.
- Individuals have equal chances to participate in stretch projects and development programmes that might lead to promotion as entry into our leadership development programmes are by grade. We also run a specific development programme for future women leaders (iExcel). All employees have access to our online career development application (Xcelerate) to identify future career paths and development areas.
- Our employee networks are employee driven and membership is based on voluntary basis. We have 11 active employee networks in place in the company. “The Hive” is our Gender Diversity Network in UK and Ireland, and links into the global TCS NOW network. The objective of the network is to support gender equity in the organisation and beyond. The focus areas are to connect & network, learn and grow, enhance inclusive policies & processes, and inspire the next generation into STEM careers. Men and women are welcome to join and connect with like-minded others.
- TCS Ireland has enhanced maternity and parents benefits in place to support women in the workplace. We also have policies in place to support women going through menopause, gender neutral baby basket gifts for new parents, supports for transgender employees, surrogacy leave updates, and enhanced mental health benefits for all employees.
- Inclusive leadership training for all senior managers conducted in November 2022.
- Listening to our people to gain a better understanding of experiences, how best to support them, address barriers, and unconscious biases in relation to all aspects of diversity.

# Reporting stats

\*All data is based on our snapshot date of 30th June 2022.

| Employee category   | Gender pay gap | Remuneration  | Comments                                   |
|---------------------|----------------|---------------|--|
| All employees       | 5.59%          | Mean hourly   | Women earn 94c for every €1 men earn       |
|                     | 6.97%          | Median hourly | Women earn 93c for every €1 men earn       |
|                     | -2.42%         | Mean bonus    | Men earn 98c Bonus for every €1 women earn |
|                     | 5.59%          | Median bonus  | Women earn 94c for every €1 Bonus men earn |
| Part-time employees | 1.64%          | Mean hourly   | Women earn 98c for every €1 men earn       |
|                     | 1.76%          | Median hourly | Women earn 98c for every €1 men earn       |
| Temporary employees | -12.47%        | Mean hourly   | Men earn 88c for every €1 women earn       |
|                     | -22.97%        | Median hourly | Men earn 77c Bonus for every €1 women earn |

|                 | Comment   | Male   | Female |
|-----------------|---|--------|--------|
| Quartiles       | Total   | 65%    | 35%    |
|                 | Top   | 70%    | 30%    |
|                 | Upper middle  | 67%    | 33%    |
|                 | Upper lower   | 67%    | 33%    |
|                 | Lower   | 58%    | 42%    |
| Bonus eligible  | 100% of all eligible employees of both genders received a bonus   | 100%   | 100%   |
| Bonus received  | All those employees of both genders who did not receive a bonus were either ineligible due to long term absence, were recent hires who had not yet met one year's service or were ineligible due to disciplinary. | 93.11% | 90.46% |
| Benefit in kind | Some employees of both genders have opted not to sign up for health insurance which is the main factor contributing to this not being 100% for both   | 79.66% | 80.35% |

# Awards and accolades



## About Tata Consultancy Services Ltd (TCS)

Tata Consultancy Services is an IT services, consulting and business solutions organization that has been partnering with many of the world's largest businesses in their transformation journeys for over 56 years. Its consulting-led, cognitive powered, portfolio of business, technology and engineering services and solutions is delivered through its unique Location Independent Agile™ delivery model, recognized as a benchmark of excellence in software development.

A part of the Tata group, India's largest multinational business group, TCS has over 601,000 of the world's best-trained consultants in 55 countries. The company generated consolidated revenues of US \$29 billion in the fiscal year ended March 31, 2024, and is listed on the BSE and the NSE in India. TCS' proactive stance on climate change and award-winning work with communities across the world have earned it a place in leading sustainability indices such as the MSCI Global Sustainability Index and the FTSE4Good Emerging Index.

For more information, visit [www.tcs.com](http://www.tcs.com) and follow TCS news @TCS.